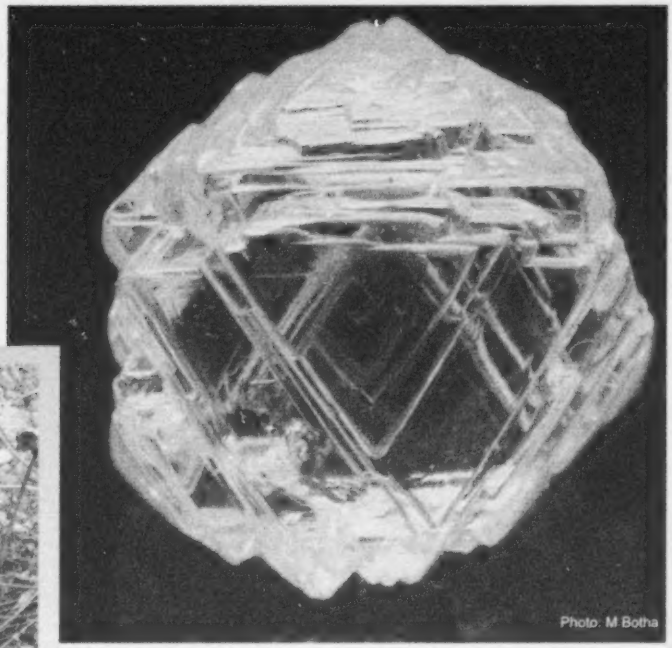

GNWT Implementation Report
on its Commitments
under the

SNAP LAKE DIAMOND PROJECT SOCIO-ECONOMIC AGREEMENT

Annual Status Report for 2012

Northwest Territories

Prepared by the
Government of the Northwest Territories Departments of:
Industry, Tourism and Investment
Education, Culture and Employment
Health and Social Services

GNWT Implementation Report on its Commitments under the Snap Lake Diamond Project Socio-Economic Agreement

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PREAMBLE

In 2004, the Government of the Northwest Territories (GNWT) signed a Socio-Economic Agreement (SEA) with De Beers Canada Inc. (De Beers) for the Snap Lake Diamond Mine. A SEA is a follow-up program that evaluates the soundness of an environmental assessment and the effectiveness of mitigation measures. This makes the SEA with De Beers a follow-up program that watches and reports on the carrying out of the company's socio-economic promises, and the changes in communities affected by the mine.

Under the SEA, the GNWT is responsible for creating an annual status report on its commitments under the SEA. This report provides information on the status of those commitments. Those commitments are highlighted in yellow boxes throughout the document.

HUMAN RESOURCE DEVELOPMENT

GNWT Responsibilities - Status - Human Resource Development

Listed below are programs through which the GNWT carries out its training and career choice commitments under the SEA. This report is based on active programs and contracts for the 2011/2012 fiscal year and the 2012 reporting year.

Program Summary

Apprenticeship Training-on-the-Job (ATOJ)

ATOJ is a wage subsidy program designed to offset employer costs incurred while training apprentices in a designated trade. The overriding goal of the program is to develop a skilled northern workforce through supported training.

The purpose of ATOJ is to assist small and medium sized northern businesses with training and employing apprentices and certified journeypersons in trades designated under the Northwest Territories (NWT) *Apprenticeship, Trade and Occupation Certification Act*. ATOJ aims to increase the participation rate of northern residents in designated trades in the NWT.

Building Essential Skills

The Building Essential Skills program is a short-term support program. The program helps eligible people get the training or education needed to get work or certification. To be eligible for the Building Essential Skills program, applicants must either be currently receiving Employment Insurance (EI) benefits, or have an EI claim which ended within the past three to five years.

Community Literacy Development Fund (CLDF)

CLDF provides financial assistance to community organizations to develop and deliver local programs that will increase literacy skills and raise awareness of the importance of literacy. The CLDF promotes literacy in classes, in the workplace, in the community, on the land and at home. Funding may be given to projects such as: tutoring, community learning groups, job search skills, public awareness, health, development of learning materials, and basic technology literacy. Intergenerational family literacy programs; which include adult and community literacy awareness programs; will also be funded. The CLDF supports literacy development in all of the 11 NWT official languages, with an emphasis on Aboriginal languages as identified in the NWT Literacy Strategy.

Self-Employment Option (SEO)

The SEO program helps people without jobs who have chosen to start their own business. It assists them in developing business and financial plans, provides support to clients in applying their business plans. To be eligible for the SEO program, applicants must either be currently receiving EI, or have an EI claim which ended within the past three to five years.

Student Financial Assistance (SFA)

The SFA program provides assistance to eligible NWT residents to help them with their post-secondary education-related expenses. Full-time students can apply for Basic Grant, Supplementary Grant, Remissible Loan, Repayable Loan and/or the Study Grant for Students with Permanent Disabilities. The types of assistance available are based on student categories. Students who are attending on a part-time basis can apply for course reimbursement.

Training-on-the-Job (TOJ)

The goal of the TOJ program is to help northerners to gain work skills needed for meaningful and steady jobs. Wage supports are given to companies to lower the costs of training. To be eligible for the TOJ program, applicants must either be currently receiving EI benefits, or have an EI claim which ended within the past three to five years.

Labour Market Agreement (LMA)

The Canada-NWT LMA enables the NWT to deliver labour market programs to enhance participation of non-EI eligible individuals by assisting them to prepare for entry to, or return to, employment, or to otherwise obtain, or keep employment, or maintain skills for employment.

LMA SEO

LMA SEO provides supports to individuals who would like to start a small business. The benefits provided under this program include financial support and support to develop the required business skills to aid in success.

LMA Skills Development (SD)

The LMA SD program category assists program participants to obtain the training or education needed to get work or certification.

LMA Work Experience (WE)

LMA WE provides clients with the ability to gain valuable work skills on the job, and to be able to build this experience into their resumes. WE can be part of an overall work readiness program or can be a stand-alone event.

Small Community Employment Support

The Small Communities Employment Support program is a wage subsidy program with eligible training costs for employers to hire students or youth (not in school) aged 15-29 in small and remote communities. This initiative is designed to provide youth with opportunities for employment and training that lead to increased self-reliance through the development of essential workplace skills. Youth may be subsidized in individual jobs or on a project basis.

For Table 1 (see page 5), the following applies:

- All GNWT programs listed in Table 1 are offered in all NWT communities.
- Programs noted under this area may apply to more than one commitment.

TABLE 1: HUMAN RESOURCE DEVELOPMENT COMMITMENTS

Program	Description	Primary Community	Participation & Results			Total Enrolment
			Aboriginal	Non-Aboriginal	Not Declared	
Collaborate with De Beers, Aboriginal Parties, Aurora College or other organizations in the design of relevant literacy and training programming.						
Collaborate with the Parties and governing authorities in the communities to support the planning and delivery of community-based literacy and training programs.						
Community Literacy Project Funds	The Community Literacy Project Fund provides money for the making and carrying out of local literacy projects. This helps people add to their reading and writing skills. It also adds to peoples' understanding of the value of literacy in all NWT languages. Funding may be given to projects such as tutoring, community learning groups, public awareness, literacy, health, and computer literacy.	Yellowknife/Detah/ N'dilo**	5	3	0	8
		Behchokǫ̀**	2	0	0	2
		Whatì	0	0	0	0
		Gamètì	1	0	0	1
		Wekweètì	0	0	0	0
		Łutselk'e	0	0	0	0

** Data recorded is the total number of contracts.

Program	Description	Primary Community	Participation & Results			Total Enrolment
			Aboriginal	Non-Aboriginal	Not Declared	
Collaborate with De Beers, Aboriginal Parties or other organizations to plan, design or co-ordinate the delivery of employment support programs.						
SEO	The SEO program helps people without jobs who have chosen to start their own business. The program assists people in measuring if they will be good at being self-employed. It assists them to develop their business and financial plans. It also supports clients in applying their business plans.	Yellowknife/ Detah/ N'dilo	7	22	2	31
		Behchokǫ̀	0	0	0	0
		Whatì	0	0	0	0
		Gamèti	0	0	0	0
		Wekweètì	0	0	0	0
		Łutselk'e	0	0	0	0
TOJ/LMA-WE	The goal of the TOJ program is to help northerners to gain work skills needed for meaningful and steady jobs. Pay supports are given to companies to lower the costs of training. LMA WE provide clients with the ability to gain valuable work skills on the job, and to be able to build this experience into their resumes. WE can be part of an overall work readiness program or can be a stand-alone event.	Yellowknife/ Detah/ N'dilo	1	4	0	5
		Behchokǫ̀	6	0	0	6
		Whatì	0	0	0	0
		Gamèti	0	0	0	0
		Wekweètì	0	0	0	0
		Łutselk'e	0	0	0	0

Program	Description	Primary Community	Participation & Results			Total Enrolment
			Aboriginal	Non-Aboriginal	Not Declared	
Provide Funding for Literacy, Pre-Employment and Trades-Related Training for GNWT approved Activities.						
Apprenticeship Training on the Job (ATOJ)	This program funds a part of the apprentice's pay. The goal of the ATOJ program is to help NWT companies in hiring and training apprentices. Another goal is to increase the number of people in trades listed under the NWT *Apprenticeship, Trade and Occupations Certification Act*.	Yellowknife/Detah/N'dilo	10	62	0	72
		Behchokǫ̀	8	0	0	8
		Whatì	2	0	0	2
		Gamèti	0	0	0	0
		Wekweètì	0	0	0	0
		Łutselk'e	0	0	0	0
Building Essential Skills/LMA-SD	The Building Essential Skills program is a short-term, support program. The program helps eligible people get the training or education needed to get work or certification. The Canada-NWT LMA enables the NWT to deliver labour market programs to enhance participation of non- EI eligible individuals. It helps them prepare for entry into, or return to, employment or to otherwise obtain or keep employment or maintain skills for employment. The LMA SD program category assists program participants in obtaining the training or education needed to get work or certification.	Yellowknife/Detah/ N'dilo	42	120	10	162
		Behchokǫ̀	8	0	0	8
		Whatì	2	0	0	2
		Gamèti	0	0	0	0
		Wekweètì	0	0	0	0
		Łutselk'e	0	0	0	0

Program	Description	Primary Community	Participation & Results			Total Enrolment
			Aboriginal	Non-Aboriginal	Not Declared	
Provide Funding for Literacy, Pre-Employment and Trades-Related Training for GNWT approved Activities.						
SFA (2012 Winter /Spring)	The SSFA program gives financial support to students going to full-time, post-secondary schools. Funding includes grants, loans, scholarships, bursaries, entrance preparation funding and repayment for distance courses.	Yellowknife/ Detah/ N'dilo	281	779	1	1060
		Behchokǫ̀	36	2	0	38
		Whatì	14	0	0	14
		Gamèti	5	0	0	5
		Wekweètì	0	0	0	0
		Łutselk'e	12	3	0	15
SFA (2012 Summer/Fall)	Same as above.	Yellowknife/Detah/N'dilo	232	632	1	865
		Behchokǫ̀	43	3	0	46
		Whatì	8	0	0	8
		Gamèti	7	0	0	7
		Wekweètì	1	0	0	1
		Łutselk'e	0	3	0	0

Program	Description	Primary Community	Participation & Results			Total Enrolment
			Aboriginal	Non-Aboriginal	Not Declared	
Provide Funding for Literacy, Pre-Employment and Trades-Related Training for GNWT approved Activities.						
Small Community Employment Supports	The Small Community Employment Supports program is a wage subsidy program with eligible training costs for employers to hire students or youth (not in school) aged 15-29 in small and remote communities. This initiative is designed to provide youth with opportunities for employment and training that lead to increased self-reliance through the development of essential workplace skills. Youth may be subsidized in individual jobs or on a project basis.	Dettah/	2	1	n/a	3
		Behchokǫ̀	n/a	n/a	n/a	n/a
		Whatì	9	0	0	9
		Gamètì	8	0	0	8
		Wekweètì	2	0	0	2
		Łutselk'e	2	0	0	2

Status - Other GNWT Human Resource Development Responsibilities

DEVELOP AND DISTRIBUTE INFORMATION ON CAREERS IN THE MINING INDUSTRY TO GNWT CAREER CENTRES AND HIGH SCHOOL COUNSELLORS.

Information resources related to the mining industry are distributed to the Department of Education, Culture and Employment (ECE) Service Centres, schools, libraries, Aurora College campuses, and Adult Education Centres. Examples of resources that are related to the mining industry are listed below.

Career Opportunities Series

The Career Opportunities Series is a group of booklets about jobs in the NWT. ECE created these booklets with companies and groups that work in each sector. Each booklet has information on the labour market, potential jobs, work conditions, training, financial support, and career planning in the NWT.

Booklets that include information on the mining industry or other careers that can be used in mining are listed here:

- *Jobs in Information & Communication Technology*
- *Jobs in Mining*
- *Jobs in Construction*
- *Jobs in Diamonds*
- *Jobs in Community Government*
- *Jobs in Oil & Gas*
- *Jobs in the Service Sector*
- *Jobs in Aviation*

NWT Job Futures

This online tool provides career, employment and education requirements for a large variety of occupations. Information includes what people do, how much they earn, educational background and future prospects. Average employment income, occupational demand and labour market statistics are also available to help for a career move or decide on a particular path. NWT Job Futures is online at www.jobfutures.statsnwt.ca.

Career Counselling Resources

Career counselling resources related to the mining industry are accessible in ECE Service Centres, schools, libraries, Aurora College campuses, Community Learning Centres, and online. These include:

Videos:

- *Path of the Rotational Worker*
- *Path to Post-secondary Education*
- *Path of the Volunteer*
- *Mine Your Business*
- *Rock Solid*

Posters:

- *The Labour Market of the NWT*
- *Jobs in the Mining Industry*
- *Role Model Campaign*

Publications:

- *NWT Education, Training and Employment Guide – Spring 2011*
- *2009-10 NWT Labour Market Review – Spring 2011*
- *Labour Force Development Framework – May 2011*

OFFER, THROUGH ITS SCHOOL SYSTEM, OPPORTUNITIES FOR STUDENTS TO TAKE COURSES AND PARTICIPATE IN WES THAT PREPARE THEM FOR POTENTIAL FUTURE EMPLOYMENT IN THE MINING INDUSTRY.

School courses and programs that prepare student and adults for future jobs in mining are noted below.

Skills Canada NWT

Skills Canada NWT is a group that works with youth, employers, teachers, labour groups and federal and territorial governments to promote careers in skilled trades and technology for northern youth. Funding support is provided by the federal and territorial governments and by companies. Through skills clubs, students get lessons from trades and technology experts who donate their time to share their skills with students. Programs and events promote trades and technologies. Skills clubs include weekly two-hour lessons during an eight to 24 week period.

School Curriculum

The Career and Technology Studies (CTS) Program has been approved for use in NWT schools. CTS helps junior and senior high school students to:

- Build daily living skills;
- Explore and make career choices;
- Use technology;
- Apply and build up skills learned in other areas; and
- Prepare for entry into work or future learning.

Schools North Apprenticeship Program (SNAP)

SNAP is a program that allows students to stay in school, gain trades experience and earn school credits. These credits can then be used for future apprenticeship certification. This program is based on a partnership between industry, ECE, high schools and the NWT Apprenticeship, Trade and Occupations Certification Board.

Trades Awareness Program

Since 2005, the South Slave Divisional Education Council, Aurora College Thebacha Campus and ECE - South Slave Region have partnered on the Trades Awareness Program. This program provides junior and senior high school students in the South Slave Region with exposure and access to trades shops, equipment and instructional expertise. Selected students receive hands-on experience as they rotate through several trades courses, including cooking, heavy duty equipment technician, computers, carpentry, plumbing, electrical, aviation and natural resources technician.

Table 2 shows data on the number of participants who participated in the Trades Awareness Program in various communities in 2012.

TABLE 2: MINING STUDENTS SUPPORTS

	EVENT	DESCRIPTION	COMMUNITY	PARTICIPATION
MINING STUDENT SUPPORTS	APPRENTICESHIP TRAINING OFFICER SUPPORT	APPRENTICESHIP TRAINING OFFICERS MET WITH EMPLOYERS AND APPRENTICES. CONDUCTED SITE VISITS, TRADE ENTRANCE EXAMS, AND TRAINING EVALUATIONS.	NORTH AND SOUTH SLAVE REGIONS AND OTHER NWT COMMUNITIES	72+
	TRADES AWARENESS PROGRAM	THE SOUTH SLAVE COMMUNITIES LEARNING NETWORK DEVELOPED A YOUTH TRADES AWARENESS PROGRAM FOR YOUTH IN COMMUNITIES WITH LIMITED SHOPS OR OTHER TRAINING AREAS. A TWO PART INTRODUCTORY/INTENSIVE PROGRAM WAS CARRIED OUT FOR THE FOURTH YEAR FOR SELECTED STUDENTS.		INTRODUCTORY 43 INTENSIVE 32
	TRADE ENTRANCE EXAMINATIONS (2012)	CONDUCTED TWICE PER MONTH AT CANADA NWT SERVICE CENTRE	YELLOWKNIFE, NORTH SLAVE REGIONS AND OTHER NWT COMMUNITIES	North Slave - 70 Beaufort Delta - 15 Deh Cho - 5 Shatu – 7 South Slave – 30 Total = 127

PROMOTE AND FACILITATE THE ORGANIZATION OF CAREER FAIRS FOR HIGH SCHOOL STUDENTS AND ADULTS.

The GNWT – along with schools, ECE Service Centres and Skills Canada NWT – helps support and set up career events. Table 3 gives a list of events that happened in 2012.

Career development is also provided in other programs such as career workshops, tutoring, and program and service information sessions. Table 4 lists these events.

Table 3: Career Events

	Event	Description	Community	Participation
Career Fairs & Conferences	Beaufort Delta Regional Skills Competition & Career Fair (February 2012)	This Olympic-style competition has youth competing against each other in their chosen trade and technology areas. There are about 12 contest areas available and competitors include both secondary and postsecondary students from the Beaufort Delta.	Hosted in Inuvik, open to all Beaufort Delta communities	35 competitors
	Apprenticeship Awards of Excellence Ceremony (February 2012)	An awards banquet to recognize the outstanding achievements of apprentices and Occupational Certification candidates in the North Slave Region.	North Slave region	89 competitors
	Territorial Skills Competition & Career Expo (April 2012)	This Olympic-style competition has youth competing against each other in their chosen trade and technology areas. There are about 15 contest areas available and competitors include both secondary and postsecondary students/apprentices. The Career Expo is sponsored and managed by GNWT-ECE.	Hosted in Yellowknife, open to all NWT communities	90 competitors
	Canadian Skills Competition	This national competition involves the best youth from each province and territory competing in 40 contest areas. Competitors generally qualify through provincial and territorial competitions. Competitors are both secondary and post-secondary students/apprentices.	Hosted in Quebec City, PQ	17 competitors from NWT
	Skills Canada NWT - *Power Up* Youth Conferences (November 2012)	The Power Up Youth conferences have about 20 expert mentors in skilled trades, technology and non-traditional jobs hosting workshops for students.	Hosted in Yellowknife, open to grade 8 students from all NWT communities	120 Girls 110 Boys
	Skills Clubs (Ongoing)	Volunteer mentors coach high school youth in various trades and technology related skills, such as cooking, carpentry, welding, and more.	NWT Communities	Varies (usually 4-12 per club)
	Presentations to Schools/Youth	Presentations include information about careers in trades, and hands-on activities where practical.	NWT Communities	609 Participants in 23 Sessions

Note: Information reported here is only for the primary communities noted under the SEA. There are other events in the NWT that are not listed.
* Data recorded is an estimate of participants.

TABLE 4: CAREER COUNSELLING SUPPORT, EVENTS AND ACTIVITIES

	EVENT	DESCRIPTION	COMMUNITY	PARTICIPATION
CAREER COUNSELLING SUPPORT	ECE PROGRAMS AND SERVICES	PROGRAMS AND SERVICES INFORMATION SESSIONS ST.PAT'S GRADS AND PARENTS NIGHT AND CAREER YOUTH CONFERENCE	YELLOWKNIFE	201
	BUDGETING WORKSHOP	10 BUDGETING WORKSHOPS	YELLOWKNIFE (8) WHATÌ (2)	94
	CAREER DEVELOPMENT / APPRENTICESHIP INFORMATION SESSION	ONE TWO HOUSE SESSION PRESENTING INFORMATION ON APPRENTICESHIP AND CAREER DEVELOPMENT (GENERAL PUBLIC)	WHATÌ (2)	183
	JOB SEARCH, RESUME WRITING & INTERVIEW SKILLS	8 WORKSHOPS COVERING INTERVIEW SKILL DELIVERED TO THE GENERAL PUBLIC (INCLUDING YOUTHS) AND AURORA COLLEGE STUDENTS.	YELLOWKNIFE (6) WEKWEÈTÌ (2)	47
	TRUE COLOURS / PERSONALITY DIMENSIONS	PERSONALITIES DIMENSIONS WORKSHOPS ARE PLANNED TO HELP PEOPLE FIND THEIR OWN CHARACTERS, LIKES, DISLIKES, SKILLS, STRENGTHS AND WEAK POINTS (AURORA COLLEGE STUDENTS, GENERAL PUBLIC, AURORA COLLEGE STAFF, STUDENTS OF THE SOCIAL WORK AND NURSING ACCESSES PROGRAMS)	YELLOWKNIFE	62
	COMMUNITY VISIT	VISITS MADE BY THE NORTH SLAVE ECE SERVICE CENTRE TO PROVIDE COMMUNITY GROUPS, SCHOOLS, AND COMPANIES WITH INFORMATION ON PROGRAMS AND SERVICES.	BEHCHOKÒ; DETAH, WHATI, NDILO, LUTSEL K'E, GAMETI	40+
	CAREER WEEK	NATIONAL CANADA CAREER WEEK ACTIVITIES IN THE NORTH SLAVE REGION AND SKILLS CANADA NWT COMPETITIONS	YELLOWKNIFE	250+

ECE Service Centres

ECE Service Centres, in addition to the delivery of ECE programs, offer career counselling, career workshops, tutoring, career resource libraries, and the organization of career fairs and conferences. Support is also given to NWT schools to increase peoples' understanding of programs and services. Career Development Workers give ongoing support to NWT communities. Tables 3 and 4 give examples of career development work done in the NWT Service Centres.

Aurora College

Aurora College delivers post-secondary schooling in trades, professional, certificate, diploma, and degree programs. Along with its current programs, Aurora College also works with businesses and Aboriginal groups to meet sector, regional and community training and education needs.

In addition to education and training programs, Aurora College provides support services to improve each student's chances for success. These services include counselling, housing, libraries, sports, student success centres and other services. Other career support is provided by adult educators in Detah/N'dilo, Łutselk'e and each of the four Tłı̨chǫ̀ communities. Adult educators provide adult literacy and basic education, as well as other training programs on an as-needed basis.

MEET WITH DE BEERS, AT LEAST ANNUALLY, TO REVIEW GNWT PROGRAM AND SERVICE DELIVERY PLANS TO IDENTIFY AREAS FOR COLLABORATION.

ECE meets on a regular basis with De Beers to talk about plans and areas for working together on training under the Mine Training Society (MTS). The GNWT, Aurora College and De Beers, along with other key groups, continue to work together on a number of projects. Another area of collaboration with ECE and its partners is the northern Women in Mining and Oil and Gas Project.

Mineral Processing Operator Pre-Employment Training Program

This program has been made to qualify people for entry-level jobs in the area of mineral processing. This program was based on the Core Competencies noted in the Mineral Processing Technician Occupational Standards. The program started in the spring of 2007. Partners on this project include the MTS, De Beers, ECE, Aurora College and the North Slave Métis Alliance.

Underground Mine Training Simulators

Aurora College, the GNWT, Indian and Northern Affairs Canada and BHP Billiton, Diavik Diamond Mines and De Beers partnered to purchase four underground mining training simulators in 2008. There is one stationary simulator located in Yellowknife and three portable models that can be brought into communities. This equipment gives students a very realistic, hands-on learning experience.

Computerized programs provides a realistic, hands-on learning experience and leads the participant through a series of job-related maneuvers, using modern tools and equipment similar to those that the operator would perform on the job, in a safe and controlled environment.

TABLE 5: 2011 – 2012 PARTNERSHIP PROJECTS

PROGRAM/PROJECT NAME	ORGANIZATION/ COMMUNITY	COMPLETIONS
UNDERGROUND TRAINEE PARTNERSHIP	DE BEERS	5
NORTHERN LEADERSHIP DEVELOPMENT PROGRAM	DE BEERS, DIAVIK, BHP, NORTERRA,	22

NOTE: INFORMATION REPORTED HERE IS SPECIFIC TO DE BEERS OTHER PROGRAMS/PROJECTS IN THE NWT ARE NOT LISTED.

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Deton'Cho Training Centre

The Deton'Cho Training and Conference Centre is wholly owned by the Deton'Cho Corporation, the economic development arm of the Yellowknives Dene First Nation. The centre is a multi-functional, fully equipped training centre that includes training labs, a theatre style presentation room, full kitchen facilities and accommodations for 28 students. In partnership with the MTS and Aurora College, the site offers mine-related training programs including underground miner, drilling and blasting, crusher operator, heavy equipment operator, camp cook and mineral exploration and field assistant.

Northern Mining Workforce Initiative

In 2008, the GNWT and the three NWT diamond mines (BHP Billiton Diamonds Inc., Diavik and De Beers) signed a Memorandum of Understanding (MOU) to work toward finding creative ways to increase the number of northern workers employed at the diamond mines. The MOU arose out of the recognition that each party has tools and powers at its disposal to increase the number of northern workers. This initiative aims to work on two fronts: 1) to develop the necessary skills, training and travel initiatives to allow more NWT residents to be employed in the mines; and 2) to identify strategies to attract skilled workers and their families to become residents of the NWT.

This initiative is separate from the SEA. The MOU represents the collaborative efforts of the GNWT and the three mines to enhance the significant local benefits that these projects contribute to the people and economy of the NWT.

Introduction to Mining

The community-based Introduction to Mining course is six weeks long, including two weeks of Ready to Work North.

Underground Miner Training Program

The MTS sponsored and Aurora College delivered Underground Miner Training Program is 12 weeks in length and includes an introduction to geology, basic mining principles as well as a site visit to expose students to the physical realities of underground mining. Students will receive an Aurora College record of achievement upon completion.

OFFER OPPORTUNITIES FOR DE BEERS EMPLOYEES TO PARTICIPATE, AT DE BEERS EXPENSE, IN PROFESSIONAL DEVELOPMENT PROGRAMS ORGANIZED FOR AURORA COLLEGE OR GNWT LITERACY AND PRE-EMPLOYMENT TRAINING INSTRUCTORS.

Aurora College offers continuing education classes at all its three campuses (Yellowknife, Inuvik and Fort Smith) and 23 CLCs.

Most CLCs are staffed with one adult educator, who is responsible for instruction at the learning centre, as well as its general operation.

The CLCs are an integral part of Aurora College as they are often the first contact that many students have with Aurora College. Students may complete their high school upgrading at a learning centre in preparation for enrolling in a full-time program at one of the campuses. Also, the learning centres deliver many general interest and employment-related programs and courses.

Examples of programs and courses available at CLCs may include:

- Developmental Studies (high school upgrading);
- Environmental Monitoring;
- Simply Accounting training;
- Driver training;
- Computer training; and
- Safety training.

These courses are open to De Beers staff and the public. For more information, visit a community learning centre or the Aurora College website at www.auroracollege.nt.ca.

COLLABORATE WITH DE BEERS TO EASE EMPLOYEES' TRANSITION TO NEW JOBS UPON CLOSURE.

This commitment does not apply to the reporting period in question, as the Snap Lake Mine was in its operations phase.

BUSINESS DEVELOPMENT

GNWT Responsibilities - Status - Business Development

CO-ORDINATE, THROUGH THE NORTH SLAVE REGIONAL SUPERINTENDENT, THE ACTIVITIES OF THE GNWT THAT SUPPORT PROJECT-RELATED COMMUNITY ECONOMIC AND BUSINESS OPPORTUNITIES.

Described below are the programs through which the GNWT implements the business obligations it has under the SEA. These programs are delivered by the Department of Industry, Tourism and Investment (ITI) Regional Offices.

Support for Entrepreneurs and Economic Development (SEED)

SEED provides programs and services to help diversify the economy, start or expand NWT businesses, improve business knowledge and capacity, and to investigate new sector business opportunities.

In the 2011/2012 fiscal year, $3,991,000 was available in program funding.[1] However, due to demand, during the reporting period, ITI gave a total of $4,019,760 in contributions to 447 individuals, businesses and organizations in the NWT.[2]

SEED has five categories:

Sector Support

Assistance up to $25,000 is available for sector research or investigation of new opportunities. The program also provides an interest rebate for up to $15,000 annually for eligible businesses to offset loan interest related to new capital purchases for expansion of business. Energy, e-commerce, tourism and value-added manufacturing are currently designated as priority sectors.

Community Economic Development (CED)

Up to $25,000 is provided in this category for community-based business research. It can also be used to support activities such as art festivals or community economic promotions.

Micro Business

In this category contributions of up to $5,000 are provided for self-employment activities, aimed at traditional economy, arts, film and similar self-employment activities.

[1] GNWT, "2011/2012 Grants and Contributions Results Report" (October 29, 2012) p.13.
[2] Ibid.

Business Intelligence and Networking

For this category, up to $3,000 per individual may be provided where business trip costs exceed $1,500 (each applicant must contribute at least $1,000 towards eligible trip costs).

Business Support Applicants

In this category, up to $15,000 is available to eligible applicants in a fiscal year depending on the program category. Program categories include start-up funding, asset acquisition, operational support and market and product development.

Business Development and Investment Corporation (BDIC)

The BDIC works with regional business corporations and other partners to offer services and information to support the business goals of the GNWT in a way that helps the people and the economy of the NWT.

The BDIC provides several services to NWT businesses. They include:

- Offering loans, working capital guarantees and standby letters of credit.
- Giving contributions to new and expanding NWT businesses.
- Investing in companies.
- Operating subsidiary companies.
- Providing business information and guidance.

For instance, the BDIC Winter/Summer Re-Supply Financing offers short-term loans to clients, as it is the most cost-effective way to r e-supply their inventory with one year to re-pay the loan. Variable Interest Rate Financing allows for a flexible loan with the advantage of a lower borrowing rate during times of falling interest rates. The BDIC Capital Guarantee Program guarantees a business working capital arrangement with its bank.

Partnerships

The BDIC has entered into MOUs with the NWT Chamber of Commerce, Aurora College and the Sahtu Business Development Center.

The MOU with the NWT Chamber of Commerce allows both organizations to work together to better serve the needs of the territorial business community. The intent is to cooperate and share costs in carrying out activities and promote business attraction, development and retention.

The BDIC and Aurora College cooperate in the delivery of courses in different programs at Aurora College. Aurora College makes available professional development courses and workshops for BDIC staff and the BDIC supports Aurora College's focus on the improvement of business based knowledge and skills through specialized instruction services for business and economic development programs students.

The BDIC and the Sahtu Business Development Centre provide joint client transactions in order to improve the financing options given to clients.

MAINTAIN A REGISTRY OF BUSINESSES ELIGIBLE UNDER THE GNWT BIP, WHICH IS ACCESSIBLE TO THE PARTIES.

GNWT Business Incentive Policy (BIP)

To support the GNWT commitment to the advancement of a vibrant private sector and sustainable economic development in the NWT, the GNWT has had a preferential procurement policy since 1976. The BIP is an economic policy that gives preference to registered NWT businesses for the GNWT's purchase of all products and services.

Revised BIP

The BIP supports NWT resident-owned small and medium sized businesses and supports the need to increase competition on major capital projects. As of November 2010, new applications for non-resident business owners are no longer accepted. Non-resident businesses already approved before November 2010 keep their status. Other changes relate to the scope of the policy and bid adjustments.

The GNWT's official registry of approved businesses under the BIP can be found at: http://www.iti.gov.nt.ca/iea/bip/index.htm.

Manufacturing

The Northwest Territories Manufactured Products Policy (NWTMPP) requires GNWT contract authorities to purchase Approved NWT Manufactured products as designated under the NWTMPP. The NWTMPP strives to encourage local production as a means to diversify the NWT economy; and foster and maintain the investment, jobs and income produced by local manufacturing.

Below is a breakdown of BIP-registered businesses by community grouping for the 2012 reporting period:

TABLE 7: NORTHERN BUSINESSES REGISTERED UNDER BIP

BEHCHOKǪ̀	GAMÈTÌ	ŁUTSELK'E	WEKWEÈTÌ	WHATÌ	YELLOWKNIFE / DETAH / N'DILO	CATCHMENT COMMUNITIES	OTHER NWT COMMUNITIES	NWT TOTAL
20	0	3	0	1	669	515	167	1,375

GNWT Contract Registry Reporting System

In order to ensure that any interested businesses are given a fair opportunity to compete on government contracts, the GNWT provides information on government contract opportunities.

The GNWT Contract Registry and Reporting System provides a central list of all tenders and proposals. It is open to the public and supports the BIP by enhancing transparency in government contracting.

Status - Other GNWT Business Development Responsibilities

ITI regional offices, the BDIC, and other groups responsible for program implementation regularly provide information about general programs to the public. These general programs include the SEED Policy Programs, the BDIC Credit Facilities, Venture Investment, Contributions and Subsidiary programs.

This section highlights other programs that help promote business development and strengthen entrepreneurial skills in the NWT.

Aurora College

Aurora College offers certificates, diplomas, degrees and trades training with strong cultural content and hands-on experience to ensure programs meet the needs of NWT residents and the labour market. The college upgrades the business and economic skills of NWT residents through the programs described below.

Continuing Education – Business Development

Aurora College's three Continuing Education Departments offer employment-related skill development training courses. For business development, Aurora College offers the following courses:

- Business Basics
- Bookkeeping
- Accounting and Finance
- Simply Accounting
- QuickBooks
- Proposal Writing
- Financial Planning
- Project Management
- Office Procedures
- Small Business Development

Small Business Development

The Small Business Development Program is a 16-week program intended for individuals who want to start a small business in the NWT. The Program focuses on areas important for the successful start-up and operation of a small business. Focus is placed on gaining familiarity with the structure of small businesses, learning how to develop a business plan, knowledge of sales and marketing, financial management, human resource management, strategic planning, business management and leadership, and business expansion. The Program is oriented to the practical development of a small business. It includes a special project to give students the opportunity for hands-on experience in starting and running a small business. Individuals taking the course also have the chance to work on their own business idea in this program.

Business Administration

The Business Administration Program provides students with the knowledge and skills necessary to start entry level careers in business, government and non-profit organizations. Business courses stress applicability to small businesses in the NWT. The Business Administration Program provides students with an opportunity to acquire either a certificate (a one-year program) or a diploma (a two-year program).

The two-year diploma has three directions of study: general, Co-op, and CED. The Co-op direction has two work placement opportunities. The CED stream includes special courses that are useful for individuals who are planning to start a business at the community level, or who are looking for economic development positions with municipalities or Aboriginal organizations.

To prepare for entering the Business Administration Program, a special Business Administration Access Program has been designed. The Program is made up of five courses from different disciplines. The objective of the Program is to provide students with required knowledge and skills and advanced education in communication, math, computer applications and bookkeeping.

ASSIST NWT BUSINESSES TO TAKE ADVANTAGE OF CONTRACTING OPPORTUNITIES. FACILITATE NWT BUSINESSES TO DESIGN, PREPARE AND DEVELOP FINANCIAL PROPOSALS. PROVIDE COUNSELLING SERVICES TO HELP NWT BUSINESSES THROUGH THE BUSINESS DEVELOPMENT PROCESS.

Economic Development Officers (EDOs)

ITI supports a network of EDOs to promote business development in the NWT. Regional EDOs are employed directly by ITI or funds are provided for community governments to employ an EDO of their own.

EDOs help people and companies through business counselling and program delivery. They are networked to business development contacts and contacts in other organizations, financial institutions and government departments and agencies. This enables them to develop ongoing contacts within the mining industry, and in industries that seek to do business with the mining industry. In this manner locals are informed about potential opportunities in the mining industry.

EDOs provide counselling that allows clients to pursue or maintain business with De Beers and the mining industry. For example, EDOs assist clients who are interested in providing De Beers and the mining industry with transportation, construction, portable camp establishment, materials and labour services, to name a few.

The type of advice or counselling given can range from reviewing and providing advice on business practices, to providing suggestions and strategies on how to approach the mines to gain contracts. Examples of such services include assistance in preparing year-end financial statements and exploring ways of expanding a business. EDOs are an information source on market data and on the development of opportunities in a wide range of economic sectors. This assistance helps small businesses build capacity.

COLLABORATE WITH THE PARTIES OR GOVERNING AUTHORITIES IN THE PRIMARY AND CATCHMENT COMMUNITIES TO FACILITATE COORDINATED BUSINESS DEVELOPMENT PLANNING AND DELIVERY OF BUSINESS DEVELOPMENT PROGRAMS.

Community Futures Program (CFP)

The CFP is a community-based regional approach to employment creation and economic development. Seven organizations represented by the Community Futures Association deliver CFPs across the NWT. All 33 NWT communities have access to CFP.

The CFP funds several Community Futures Development Corporation (CFDC) in the NWT. CFDCs are non-profit groups that support small business development. Since their creation, CFDCs have been provided $6.23 million in non-repayable capital funding - the GNWT contributed $3.73 million of that total.[3] Each CFDC is an incorporated, non-profit body run by an independent board of directors. The CFDCs' board of directors is made up of people from the regions it serves. In the 2011/2012 fiscal year over $1.13 million in funding was given out under the CFP to the CFDCs.[4]

The mandate of each CFDC is community and business development through the creation and expansion of small and medium sized enterprises and the creation and maintenance of employment opportunities in NWT communities. CFDCs provide business information and SD, as well as delivery of financial programs. CFDCs offer help to companies through programs that may include loans, business planning, lines and letters of credit, information and training.

The CFDCs in the main communities that service the De Beers Snap Lake mine are the Thebacha Business Development Centre, the Akaitcho Business Development Corporation, and the Dogrib Area Community Futures. These corporations provide services to Fort Smith, Łutselk'e, Fort Resolution, Yellowknife, N'dilo, Detah, Behchokǫ̀, Whatì, Gamètì and Wekweètì.

While each CFDC has some flexibility to set its own priorities for economic development in its respective region, they offer core services that include some or all of the following:

- Business loans and loan guarantees including term loans as large as $200,000.
- Counselling and assistance for entrepreneurs beginning or expanding a business.
- Wage subsidies for those who are unemployed and want to start a new business.
- Access to Canada Business Northwest Territory (CBNWT) Internet sites and business information.

[3] ITI, "Communities Futures Program 2010/11 Annual Report" (p.1).
[4] GNWT, "2011/2012 Grants and Contributions Results Report" (October 29, 2012) p.12.

EDO Transfer Agreements

The Community Transfer Initiative provides NWT communities with salary and operations funding so that they can obtain the services of an EDO who will be responsible for that community. EDOs are responsible for facilitating, promoting and ensuring CED in order to secure opportunities for economic and business development and increase local employment.

EDO transfer agreements are made with NWT communities to allow them to hire their own CED staff. The selection of EDOs can be made by the communities. As a result, communities are assisted in managing their own economic development. Transfer agreements are in place in Gamètì, Łutselk'e, Wekweètì, Whatì, and Akaitcho.

CBNWT

In addition to these NWT programs, CBNWT gives information on government services, programs and rules. Questions are answered about starting a new company, how to make a current one better, and on-line publications are provided on services in the North, and how to start a business in the NWT. The site is located with the BDIC and co-funded by Canadian Northern Economic Development Agency. It acts as a central resource for Canadian and territorial business information. The goal is to give small companies and new business people access to true, timely and relevant information and referrals.

The main CBNWT service centre is in Yellowknife. Each of the seven CFDCs is a CBNWT Service Centre access point. The CFDCs work to co-ordinate CFD service delivery with public and private agencies responsible for furthering economic development in the community and the region. This coordination reduces unnecessary duplication and uses resources more efficiently.

BizPal

BizPal provides entrepreneurs and prospective business owners in the NWT an easy and convenient way to access critical information needed to establish and run a business. It is an online service that streamlines the processes of business permitting and licensing.

The service provides prospective business owners and entrepreneurs with access to permit and licence information across Canada. Information seekers answer a short series of questions about their current or proposed business and a customized list is created of the permits and licences needed from all levels of government, such as a development permit, or a development demolition permit, a business licence, lease or a purchase of Crown land, an outfitters licence or a sign permit.

The service is the result of collaboration between federal, provincial/territorial, regional and local participating governments. The GNWT through ITI works with Industry Canada, municipal and Aboriginal governments, as well as territorial and regional business organizations to maintain the BizPal network in the NWT.

COLLABORATE WITH THE PARTIES AT LEAST ANNUALLY TO REVIEW GNWT PROGRAM AND SERVICE DELIVERY PLANS TO IDENTIFY AREAS FOR COLLABORATION.

To maximize opportunities for NWT residents in relation to the project, the GNWT, through ITI, meets regularly with De Beers to discuss opportunities for collaboration. Participating together on regional committees and other organizations, De Beers and ITI often have the opportunity to work together. These endeavours include collaboration with communities and representatives of Aboriginal, federal, and municipal governance for development of strategies and discussion of solutions related to service delivery.

PROVIDE THE PARTIES INFORMATION ON BUSINESS DEVELOPMENT PROGRAMS DELIVERED BY THE GNWT AND WITH INFORMATION AVAILABLE TO THE GNWT ON BUSINESS DEVELOPMENT PROGRAMS OFFERED BY THE FEDERAL GOVERNMENT.

During the reporting period, information on business development programs was delivered through the following means:

- The Business and Economic Development section of the ITI website. The website provides links to information on the BDIC, BIP, CFP, EDOs, Invest NWT, SEED and more.
- The publications section of the ITI website. This section has information on business and economic development resources, as well as information on diamonds. The section includes profiles on a number of industries, including construction, manufacturing, mining, retail and wholesale trade and transportation and warehousing. There are also a number of reports that may help identify business development opportunities. Copies of these publications have also been made available in print.
- The *NWT Economic Trends* Newsletter. This is published on-line and distributed quarterly through the regions.
- ITI's annual Grants and Contributions Programs Results Reports, which are available on the ITI website.

ITI also provides information on its business development programs through its five Regional Offices. Some examples of the kinds of information the Regional Offices provide include:

- Helping to promote and raise awareness about business opportunities in the NWT at territorial, regional and community conferences.
- Providing information on business participation in the mining industry and on the future of business plans related to mining activity in the regions.
- Providing information on mining activity to the public at community meetings.

SOCIAL WELL-BEING

GNWT Responsibilities - Status - Social Well-Being

COLLABORATE WITH THE PARTIES OR GOVERNING AUTHORITIES IN THE COMMUNITIES TO FACILITATE THE PLANNING AND DELIVERY OF COMMUNITY-BASED MENTAL HEALTH AND ADDICTIONS PROGRAMS AND WELLNESS PROGRAMS.

The Department of Health and Social Services (HSS) works with Health and Social Services Authorities (HSSAs), non-government organizations and community leaders to plan and carry out programs and services at the community level. The primary focus of community-based programs are on wellness promotion, the prevention of illness and addictions and the management of chronic disease. We actively seek and welcome the participation of communities in defining their path to achieve wellness. Services are provided by community-based professional and non-professional staff, regional teams, and territorial providers. Community and family members are active participants in health and social programs.

The Community Counseling Program (CCP) provides mental health, addictions and family violence services through prevention, treatment and after care programs. The CCP program is delivered through the HSSAs and the Tłı̨chǫ Community Services Agency. The program consists of Clinical Supervisors, Mental Health and Addictions Counselors and Community Wellness Workers (CWW). Clinical Supervisors and Mental Health and Addiction Counselors provide therapeutic counselling, while CWWs initiate prevention and promotion activities in the communities.

COLLABORATE WITH DE BEERS, ABORIGINAL AUTHORITIES OR OTHER ORGANIZATIONS IN THE DESIGN OF COMMUNITY MENTAL HEALTH AND ADDICTIONS PROGRAMS AND WELLNESS PROGRAMS.

As a result of the Community Dialogues held in 2010/2011, HSS began working with communities to develop community wellness plans. Community wellness plans will give communities the opportunity to determine where wellness funding should be directed and communities will be able to submit a single application to access various sources of federal wellness funding for a variety of wellness programming.

HSS rolled out the Mental Health and Addictions Action Plan. The document outlines key objectives to improving the availability and effectiveness of mental health and addictions treatment for NWT residents. As a result of the Mental Health and Addictions Action Plan, the Minister of HSS formed the Minister's Forum on Addictions. The Minister's Forum will meet with community leadership, stakeholders, non-government organizations, and community members to share relevant information, document community needs and explore community-based solutions regarding addictions programming and support. Recommendations will be made on future directions for community-based addiction programs in the NWT focusing on local needs and best practices.

PROVIDE FUNDING FOR MENTAL HEALTH AND ADDICTIONS PROGRAMS AND WELLNESS PROGRAMS FOR APPROVED ACTIVITIES.

The GNWT funds the HSSAs to implement mental health, addictions and wellness programs.

GIVE DE BEERS INFORMATION ON MENTAL HEALTH, ADDICTIONS AND WELLNESS PROGRAMS FOR SHARING WITH THEIR EMPLOYEES.

Mental health, addictions and wellness programs are provided to the communities by HSSAs through CWWs and/or Community Health Representatives (CHR). Services include culturally relevant on-the-land drug and alcohol programs.

For further information contact:

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